

Governor Granholm attends Corrections Officer of the Year Banquet



C/O Lori Conant, Parnall Correctional Facility and C/O Alan MacArthur, Chippewa Correctional Facility are greeted by Gov. Granholm at the Corrections Officer of the Year banquet.

Governor Jennifer Granholm attended the Corrections Officer of the Year appreciation banquet and awards presentation to personally congratulate the MDOC officers and thank them for their courageous service. The first Governor ever to attend the banquet, she was also present at last year's event.

"You are the ones that enable our kids to go to school and play outside and allow us all to enjoy our natural resources free from fear," said Governor Granholm. "You are doing one of the hardest jobs in the State of Michigan and doing it with such excellence. Thank you for your service."

Held at the Kellogg Center in East Lansing, the event hosted the 40 Officer of the Year nominees, the four finalists and the 2005 Officer of the Year and their families and friends.

Master of ceremonies Warden Nick Ludwick, Charles E. Egeler Reception and Guidance Center, recognized those families and friends thanking them for the strength and stability they provide

for the officers.

The 2005 Officer of the Year, Investigator Kenneth Hatfield, FOA Region III Absconder Recovery Unit, acknowledged the tremendous support that the department has provided to him throughout his career and thanked his fellow officers for their guidance and teamwork.

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Officer of the Year Banquet

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Investigator Kenneth Hatfield, 2005 Corrections Officer of the Year, offers his views to the crowd.

Granholtm declared May 1-7 Corrections Officers Week in Michigan. **F.Y.I.**

Director Patricia L. Caruso called Ken a hero and reminded those in attendance that "Our job is not just protecting people inside the facilities but also those in our communities."

"We are the finest corrections department in the nation because we have the finest officers in the nation," said Director Caruso.

Each year the Michigan Department of Corrections and Michigan Corrections Organization join ranks to honor the men and women who work in facilities, corrections centers and communities. In addition, Governor



C/O Robert Tatro and Warden Hugh Wolfenbarger, Macomb Correctional Facility



Parole Supervisor and Honor Guard Sonia Warchock, Gov. Granholm, Director Caruso and Warden Ludwick stand at attention as Erika Phenev, Kalamazoo Parole/Probation Officer, sings the National Anthem



RUO Kelice Dow and Warden Mary Berghuis, West Shoreline Correctional Facility

Video conference links corrections employees/Governor



Gov. Granholm

Governor Jennifer Granholm expressed her appreciation to MDOC staff during State Employee Appreciation Week at a video conference that linked 35 corrections sites across the state with the broadcast from Central Office in Lansing.

"We are on the tail end of the budget crisis," said the Governor. "I appreciate your willingness to help us get out of this tough patch. I know it has been difficult."

The Governor expressed her appreciation for the dangerous and important work done by corrections personnel. She also answered three questions from staff.

1. On Banked Leave Time: It will end this fiscal year if the legislature agrees. The exact date is different for individual bargaining units. However, furlough days and BLT time are not expected to continue for the next fiscal year.

2. Balancing the budget without negatively affecting public safety: Governor Granholm called the department's Prisoner ReEntry Initiative a nationally recognized program and the way to keep our communities safe while holding down costs.

3. The possible consolidation of departments as a way to minimize costs: The Governor indicated that she did not believe that it would be necessary this year.

The Governor also commended Director Caruso for her work and her commitment to staff.

"I am fortunate to work with such an outstanding group of people," said Director Caruso. "They are the ones keeping our families safe."

The video conference was made possible in part by Sprint, who once again donated bridging services and technical support at no cost to the state. The bridge is the system that allows the video rooms to dial in and see and hear one another.

Like last year's conference, each location was greeted by the Governor and had an opportunity to say hello. A cross section of staff was included at each video site. This year nine additional sites tapped into the presentation bringing together 543 department personnel at facilities and field offices and an additional 127 in conference rooms at Central Office for a total of 600 people outnumbering the 500 who participated in last year's program.

Lynette Holloway, Telemedicine/Video Conferencing Coordinator, was in charge of the technical aspects of the video conference.

"This was truly a team effort. It took over 40 people from 35 locations to bring this video conference together," said Holloway. "Sprint did a fantastic job of helping them get through to the bridge if they had a problem." *J.Y.J.*



Director Caruso and Gov. Granholm address staff

2004 Director's Award goes to Tony Lopez



Director Caruso (left) presents Tony Lopez with the Director's Award while Governor Jennifer Granholm applauds.

Tony Lopez, Administrator of Personnel Services, was selected to receive the 2004 Director's Award for his work on the conversion of the Huron Valley Complex.

Lopez's work with the Office of the State Employer, the Department of Civil Service, the Department of Community Health (DCH) and the various bargaining units ensured a smooth transition for the corrections and DCH employees whose jobs were disrupted by the conversion.

The transition converted the Huron Valley Center and Huron Valley Correctional Facility into the Huron Valley Complex. The complex includes a men's facility with three levels of mental health care services and a separate facility for housing women moved from the recently closed Western Wayne Correctional Facility. While mental health clinical services are provided by DCH staff, the facility is now run by the Department of Corrections (DOC).

"You have acted compassionately toward all employees affected by the transition and not only organized the DOC portion of this process but were also instrumental in the placement of DCH employees as well," said Director Patricia L. Caruso.

Lopez, who has been with the state since 1985, transferred from the Department of Mental Health to the DOC in 1993. In 2002 he became Administrator of Personnel Services where he is responsible for Regional Personnel Offices, Personnel Offices in the field, Labor Relations, Central Office Personnel, Technical Services and the Drug and Alcohol Testing Unit. *F.Y.I.*

Staff are appreciated

Along with Wednesday's video conference with Governor Granholm, corrections staff celebrated appreciation week with lots of food. Some of the festivities included:

- Pine River Correctional Facility recognized their facility's officer of the year RUO Ken Rajala and their non-custody employees of the year Jill Brown and Sally Allison. Events for the week included a facility potluck, pizza, a cookout and an ice cream social.
- At Bellamy Creek Correctional Facility, Employee Appreciation Day was celebrated with a cookout for all employees.
- Newberry and Camp Manistique provided snacks during the week for all shifts and on May 9th and 10th administrators held a cookout for staff.
- Central Office, MSI, DeMarse Training Academy and local FOA office staff enjoyed free casual days on Monday through Thursday and were treated to a cookout lunch provided for employees by the Executive Policy Team.
- St. Louis and Mid-Michigan Correctional Facilities employees were provided with doughnuts and fruit, pizza and a Friday barbeque.
- At the Adrian facilities, chefs Warden Ken Romanowski, Deputy Warden Bryan Watson, ADW Chip Deleeuw, ADW Mary-Jo Pass, Deputy Warden Tom Bell, Mechanic Hal Kaser, Secretary Joanna Janish and Inspector Rick Goldberg served up lunch.
- Region I – FOA staff greeted Gov. Granholm as she visited state employees at the Cadillac Place building. Throughout the region, staff were appreciated with continental breakfasts, barbeques, pizza and lunches.
- Staff at Alger Maximum Correctional Facility and Camp Cusino will be treated to an all you can eat barbecue on May 23rd and 27th. (They are holding out for warmer weather.)
- Coldwater complex is holding employee appreciation days on May 17 and 18. *F.Y.I.*

Appreciation week activities



**Tim
Becker,
Standish
Correc-
tional
Facility**



Adrian Correctional Facility



**Leo Lalonde,
Gary Manns,
Dennis Schrantz
and Jeff
Baumann serve
up lunch at Central
Office.**



St. Louis and Mid-Michigan



Macomb Probation Staff



**Bellamy
Creek
Employees
enjoy
a cookout**



**RUO Rajala and Warden Blaine
Lafler, Pine River**



**Bridgette
Thompson
and Director
Caruso**



FOA Region I staff

Distance learning has a new contest



The OTR *Distance Learning and Information Center* is upgrading their current library of Thomson/NETg courses. Effective May 9, 2005, 17 topics with 42 new courses will be available.

The new courses use Thomson/NETg's new delivery platform - **KnowledgeNet Campus**.

KnowledgeNet Campus is similar to the current platform (SkillVantage Manager) used to deliver NETg courses for the last several years. Campus, however, is more user-friendly and the new courses are more interactive and visually appealing. Users should also find the courses for Microsoft applications like Word, Excel, and Access, easier to use with the content more geared towards an end-users needs.

To access the new courses, employees will need to set up an account by contacting the Curriculum Unit via e-mail at MDOC-DTA-DISTANCE. Registration information that is required to set up an account includes:

Name (first & last), Employee ID number, Department e-mail Address, Phone Number, Work Site (i.e. Pugsley Correctional Facility, Chrysler District Probation), and Administration (i.e. CFA, FOA, etc.).

In conjunction with the launching of the new courses, the Office of Training and Recruitment and Thomson/NETg are sponsoring an e-learning contest. This promotional event will start on **May 9th** and end on **June 10th**.

Complete any of the new courses with a passing score of 70% or better and your name will be entered into a drawing to receive one of the three grand prizes that will be awarded.

To participate:

1. Successfully complete one of the new courses.
2. Send an e-mail to MDOC-DTA-DISTANCE. Please indicate e-learning promotion in the subject line of your e-mail and include your name, your work site, and the name of the course you completed.
3. The drawing will be held during the week of June 13, 2005.

The Grand Prize is a backpack case for your laptop made of a high-tech nylon and 600D polyester. It has foam padding around the case and a computer sleeve inside. Under the flap is a zip compartment and on top are two zip pockets, open pockets and a pen holder. A phone pocket and open pocket are located on the side. A hidden backpack strap allows it to be used as a backpack or it can be carried over the shoulder. *J.Y.J.*

Dimensions:

Size: 15" x 13" x 6"

Padded PC Compartment: 13" x 12" x 2"



Dealing with marital stress

by Roseanne Leland

In a marriage a moderate amount of positive stress is healthy because it keeps the relationship dynamic and encourages growth. Many couples go through their lives without understanding the key elements that contribute to making their relationships continue to succeed. Too much stress felt by either or both partners can challenge your marriage. How do you minimize stress in your marriage? First let's identify the two types of stress: Eustress and Distress. Eustress is the positive healthy stress that drives you to further challenge yourself and continuously move forward. Distress requires you to constantly adapt or readjust to a traumatic situation or major change.

To minimize marital stress you first need to manage your own stress. You can start by using the following guidelines:

1. Recognize the sources of your stress, and how you respond to these encounters. Ask yourself if there are alternative ways you could handle these situations that would lessen the amount of stress you feel.
2. Talking helps to lessen stress. Confide in a trusted friend.
3. Find a physical activity that is right for you.
4. Humor and laughter do much to relieve tense muscles and stressful minds.
5. Don't dwell on past mistakes.
6. Set reasonable limits for yourself, such as being able to say no, when you don't want to do something.



*Roseanne Leland, DOC
Work/Life Services
Coordinator*

Marital stress can sabotage a marriage and can become more intense when the partners take their stress out on each other. Your spouse can become the scapegoat because she/he is usually the most available target. Often your spouse will react in a similar unproductive manner. This can create a vicious cycle. The following are some guidelines to help you break this cycle:

1. Take time to de-stress. After working a long stressful day, it is important to take time to unwind. This may be a necessity before engaging in any meaningful conversation.
2. Ask your partner if anything is upsetting her/him. If there is open communication it is less likely that each will vent frustrations on the other or blame the other. Avoid mind reading. You cannot read another's mind, and if you try this can be discounting to your partner. It is your responsibility and the responsibility of your partner to let your feelings be known.
3. Become aware of the various ways you and your partner deal with stress. Some cope by withdrawing, others by complaining, sleeping, using alcohol or taking it out on loved ones. Once you understand how you and your partner deal with stress, your interactions with her/him will improve.
4. Don't take it personally. It is important to remember to try to not take it personally when your partner is preoccupied or irritable while under stress.
5. Ask each other for what you need. It is important to be clear and direct about what you want and need. The more specific you can be, the more likely your spouse will be able to respond.
6. Forgive yourself and your partner. Forgiveness is essential for a successful marriage.
7. Find ways to connect with each other. Spending quality time together helps promote a healthy relationship.

One of the most common causes of marital stress is money. Many couples fight about who can spend it, who is more qualified to deal with it and who will earn it. If your spouse likes to spend and you are a saver there are bound to be problems. The following suggestions may be helpful:

1. Discuss how finances were handled when you were growing up.

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2. Discuss how you feel your past experiences with money impact your present attitudes and behaviors regarding money. An open conversation can lead to a better understanding of each other's expectations.
3. Discuss short and long term financial goals.
4. Establish a realistic budget. This can work in two ways; a *single fund* whereby both of you can agree on a budget and spending practices and have a joint account, or *separate finances* where each of you is accountable for an agreed upon division of the household costs. Then you are free to spend the rest of your money as you wish.
5. Organize your financial records; this can help you not spend as much money.
6. Obtain professional help from an accountant or financial counselor if you are in need of help in managing your money.

Successful money management in a marriage takes into account good communication, respect for one another's preferences, and reaches agreements/solutions that take into account both partners' comfort levels.

In addition to successful money management, managing your own stress, and not taking your stress out on one another, there are other factors to consider to minimize stress in your marriage. Consider the following:

1. Confide in a minister or rabbi if you cannot talk to your partner.
2. Don't allow you or your partner to dwell on past mistakes.
3. Avoid blaming and judging each other. When blaming and judging begins, listening ceases to exist.
4. Try to be empathic with your partner, seeing through their eyes.
5. Focus on the strengths in your marriage and build on these strengths, rather than dwelling on the negative aspects of your marriage.
6. Don't bring up old hurts in the marriage; this will only make matters worse.
7. Make a plan. Both of you should consider what you can do and *are willing to do* to solve a particular problem.

Help is out there. Every marital problem does not have to be handled alone. Professional assistance, such as counseling, might be beneficial under the following circumstances: problem drinking, drug abuse, domestic violence, unresolved grief, depression, compulsive gambling, when a child has a serious physical or emotional problem, when the marital couple cannot resolve differences on issues such as work, money, sex, child-rearing family problems and when either partner has decided to separate.

The Employee Service Program is available to all state employees and their families for assistance with personal concerns. This service is *free of charge and confidential*. Employees may be referred to a provider for ongoing counseling or treatment services. All or part of the costs for those services may be covered by the employee's health insurance.

For additional resources the following books are recommended:

1. *Men are from Mars, Women are from Venus: The Classic Guide to Understanding the Opposite Sex*, by John Grey, Ph.D., HarperCollins Publishers, New York, New York
2. *Men, Women and Relationships*, by John Grey, Ph.D., HarperCollins Publishers, New York, New York
3. *Making Marriage Work For Dummies*, by Steven Simring, M.D., Sue Klavans Simring, D.S.W., Hungry Minds, Inc., New York, New York

For more information, visit the Employee Service Program's online stress management tool located at www.michigan.gov/esp.34.1.